

Q4 | 2022

## Ethos Funds

### General meetings of companies outside Switzerland

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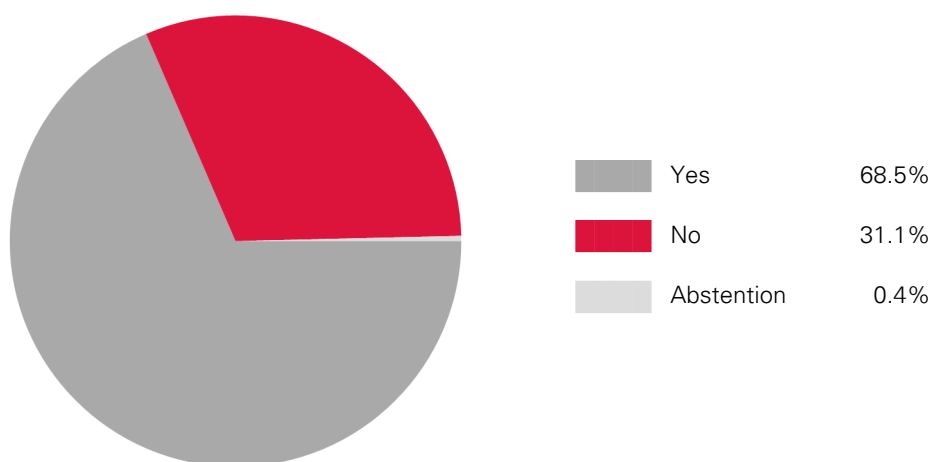
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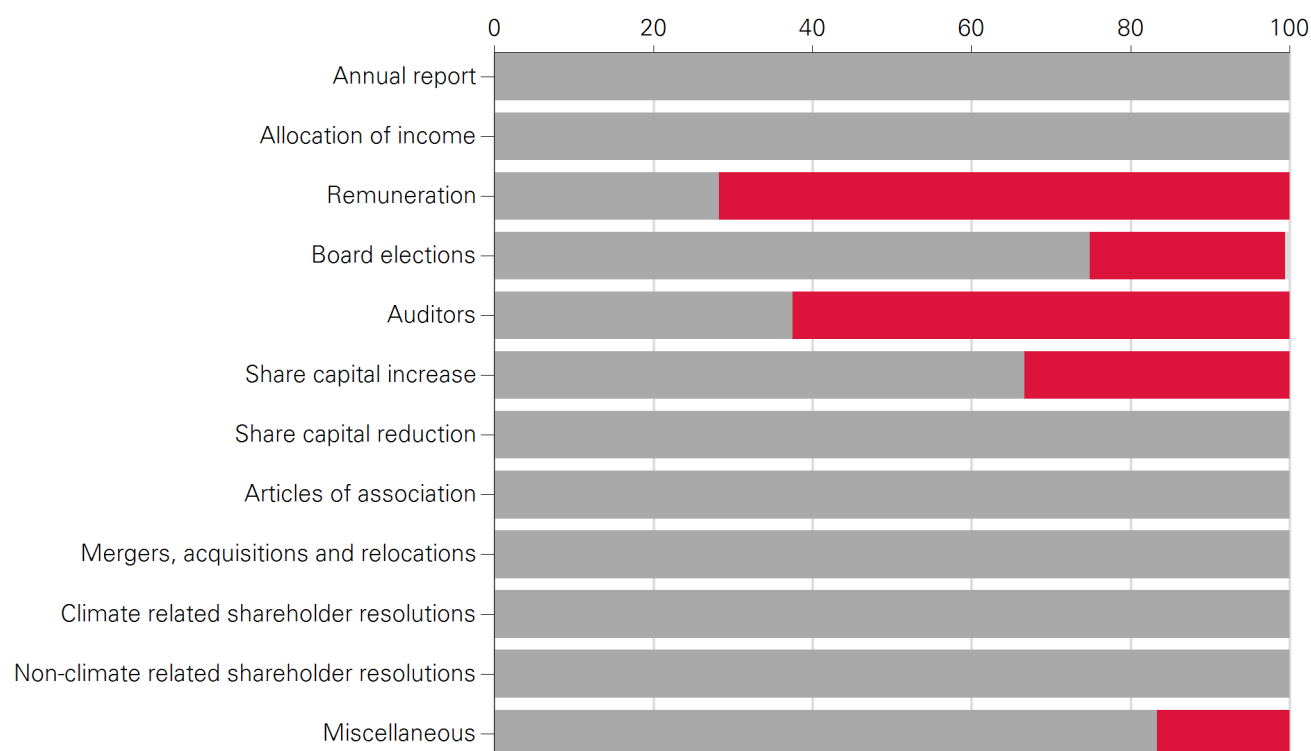
## 1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	21	258	175	82	1
Extraordinary general meetings	3	12	10	2	0
<b>Total</b>	<b>24</b>	<b>270</b>	<b>185</b>	<b>84</b>	<b>1</b>

### 1.1 Ethos voting positions



## 1.2 Ethos voting positions per category of proposal



	■ Proposals approved		■ Proposals refused		■ Abstain		Number of proposals
Annual report	3	100.0%	0	0.0%	0	0.0%	3
Allocation of income	3	100.0%	0	0.0%	0	0.0%	3
Remuneration	11	28.2%	28	71.8%	0	0.0%	39
Board elections	134	74.9%	44	24.6%	1	0.6%	179
Auditors	6	37.5%	10	62.5%	0	0.0%	16
Share capital increase	2	66.7%	1	33.3%	0	0.0%	3
Share capital reduction	1	100.0%	0	0.0%	0	0.0%	1
Articles of association	4	100.0%	0	0.0%	0	0.0%	4
Mergers, acquisitions and relocations	6	100.0%	0	0.0%	0	0.0%	6
Climate related shareholder resolutions	2	100.0%	0	0.0%	0	0.0%	2
Non-climate related shareholder resolutions	8	100.0%	0	0.0%	0	0.0%	8
Miscellaneous	5	83.3%	1	16.7%	0	0.0%	6

## 2 Overview of the voting recommendations

### Type of General Meeting (Type)

AGM Annual general meetings  
EGM Extraordinary general meetings

### Votings

✓ For  
◐ Partly for  
✗ Oppose  
✕ Abstain

Company	Date	Type	Annual report	Allocation of income	Remuneration	Board elections	Auditors	Share capital increase	Share capital reduction	Articles of association	Mergers, acquisitions and relocations	Climate related shareholder resolutions	Non-climate related shareholder resolutions	Miscellaneous
Amtcor	09.11.2022	AGM			✗	✓	✓							
Automatic Data Processing	09.11.2022	AGM			◐	◐	✗							
Autozone	14.12.2022	AGM			✗	◐	✗							
Brambles	18.10.2022	AGM			◐	✓				✓				
Broadridge Financial Solutions	10.11.2022	AGM			✗	✓	✓							
Campbell Soup	30.11.2022	AGM			✗	✓	✗					✓	✓	
Cardinal Health	09.11.2022	AGM			✗	◐	✗							
Cisco Systems	08.12.2022	AGM			✗	◐	✗						✓	
Clorox	16.11.2022	AGM			✗	◐	✓							
Coloplast	01.12.2022	AGM	✓	✓	◐	◐	✓	✓		✓				✓
Computershare	10.11.2022	AGM			✗	✓				✓				
Corticeira Amorim	05.12.2022	EGM	✓	✓										
CSL	12.10.2022	AGM			✗	✓								
Goodman Group	17.11.2022	AGM			✗	◐	✓							✓
Just Eat Takeaway.com	18.11.2022	EGM				◐					✓			◐
Microsoft	13.12.2022	AGM			✗	◐	✗					✓	✓	
Oracle	16.11.2022	AGM			✗	◐	✗							
Rentokil Initial	06.10.2022	EGM									✓			
Seagate Technology Holdings	24.10.2022	AGM			✗	◐	✗							✓
Sun Hung Kai Properties	03.11.2022	AGM	✓	✓	✓	◐	✓	◐	✓					
Telstra	11.10.2022	AGM			✓	✓					✓			

Company	Date	Type	Annual report	Allocation of income	Remuneration	Board elections	Auditors	Share capital increase	Share capital reduction	Articles of association	Mergers, acquisitions and relocations	Climate related shareholder resolutions	Non-climate related shareholder resolutions	Miscellaneous
Viatrix	09.12.2022	AGM			✘	🟡	✘						✔	
Western Digital	16.11.2022	AGM			🟡	🟡	✘							
Woolworths	26.10.2022	AGM			✔	🟡								

## 3 Voting results

### 3.1 Average approval rate by GM topic

Type of Proposal	Number of Proposals	Available results	Average approval rate
Annual report	3	2	100.0%
Allocation of income	3	2	100.0%
Remuneration	39	35	90.8%
Board elections	179	173	95.1%
Auditors	16	15	95.9%
Share capital increase	3	3	84.8%
Share capital reduction	1	1	99.9%
Articles of association	4	4	99.5%
Mergers, acquisitions and relocations	6	6	99.4%
Climate related shareholder resolutions	2	2	10.0%
Non-climate related shareholder resolutions	8	8	18.4%
Miscellaneous	6	6	82.3%
<b>All topics</b>	<b>270</b>	<b>257</b>	<b>91.4%</b>

### 3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
Goodman Group	17.11.2022	12	Spill resolution (conditional item)	FOR	1.1%
Western Digital	16.11.2022	2	Advisory vote on executive remuneration	OPPOSE	12.3%

### 3.3 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
Oracle	16.11.2022	2	Advisory vote on executive remuneration	OPPOSE	66.8%
Goodman Group	17.11.2022	3	Re-elect Mr. Phillip Pryke	OPPOSE	68.9%
Oracle	16.11.2022	1.6	Re-elect Mr. George H. Conrades	WITHHOLD	69.5%
Oracle	16.11.2022	1.12	Re-elect Mr. Leon E. Panetta	WITHHOLD	70.1%
Oracle	16.11.2022	1.14	Re-elect Ms. Naomi O. Seligman	WITHHOLD	70.7%
Goodman Group	17.11.2022	7	Advisory vote on the remuneration report	OPPOSE	71.1%
Oracle	16.11.2022	1.11	Re-elect Mr. Charles W. Moorman IV	FOR	72.7%
Oracle	16.11.2022	1.5	Re-elect Mr. Bruce R. Chizen	WITHHOLD	76.9%
Sun Hung Kai Properties	03.11.2022	7	Extend the general mandate to issue new shares by adding the number of shares bought back	OPPOSE	77.3%
Sun Hung Kai Properties	03.11.2022	6	Grant a general mandate to the board to issue new shares	FOR	77.7%

### 3.4 Shareholder resolutions

Company	GM date	Item	Item title	Ethos	Result
Viatrix	09.12.2022	4	Shareholder resolution: Independent chairman	FOR	45.9%
Cisco Systems	08.12.2022	4	Shareholder resolution: Tax transparency	FOR	26.9%
Microsoft	13.12.2022	9	Shareholder resolution: Report on tax transparency	FOR	23.0%
Microsoft	13.12.2022	7	Shareholder resolution: Report on government use of microsoft technology	FOR	20.4%
Microsoft	13.12.2022	6	Shareholder resolution: Report on investment of retirement funds in companies contributing to climate change	FOR	11.2%
Microsoft	13.12.2022	5	Shareholder resolution: Report on hiring of persons with arrest or incarceration records	FOR	10.9%
Microsoft	13.12.2022	8	Shareholder resolution: Report on development of products for military	FOR	10.5%
Campbell Soup	30.11.2022	6	Shareholder resolution: 401(k) retirement fund investment report	FOR	8.8%
Campbell Soup	30.11.2022	5	Shareholder resolution: Supply chain practices report	FOR	7.8%
Microsoft	13.12.2022	4	Shareholder resolution: Diversity and inclusion cost/benefit analysis	FOR	1.3%

## 4 Detailed voting recommendations

Amcor

09.11.2022

AGM

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1.a	Re-elect Mr. Graeme R. Liebelt	FOR	FOR	✓ 98.2%
1.b	Re-elect Dr. Armin Meyer	FOR	FOR	✓ 89.0%
1.c	Re-elect Mr. Ron Stephen Delia	FOR	FOR	✓ 99.1%
1.d	Re-elect Mr. Achal Agarwal	FOR	FOR	✓ 99.2%
1.e	Re-elect Ms. Andrea Bertone	FOR	FOR	✓ 99.3%
1.f	Re-elect Ms. Susan K. Carter	FOR	FOR	✓ 98.3%
1.g	Re-elect Ms. Karen Jane Guerra	FOR	FOR	✓ 97.1%
1.h	Re-elect Mr. Nicholas Tom Long	FOR	FOR	✓ 98.8%
1.i	Re-elect Mr. Arun Nayar	FOR	FOR	✓ 99.1%
1.j	Re-elect Mr. David Szczupak	FOR	FOR	✓ 99.4%
2	Re-election of the auditor	FOR	FOR	✓ 99.8%
3	Advisory vote on executive remuneration	FOR	<p>● OPPOSE</p> <p>Excessive total remuneration.</p> <p>Performance targets are not sufficiently challenging.</p>	✓ 94.8%



Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1.a	Re-elect Mr. Peter Bisson	FOR	FOR	✓ 98.1%
1.b	Elect Mr. David V. Goeckeler	FOR	FOR	✓ 99.6%
1.c	Re-elect Ms. Linnie M. Haynesworth	FOR	FOR	✓ 99.4%
1.d	Re-elect Mr. John P. Jones	FOR	FOR	✓ 97.1%
1.e	Re-elect Ms. Francine S. Katsoudas	FOR	FOR	✓ 98.5%
1.f	Re-elect Ms. Nazzic S. Keene	FOR	FOR	✓ 99.4%
1.g	Re-elect Mr. Thomas J. Lynch	FOR	FOR	✓ 97.7%
1.h	Re-elect Mr. Scott F. Powers	FOR	FOR	✓ 97.8%
1.i	Re-elect Mr. William J. Ready	FOR	● OPPOSE	✓ 88.4% Non independent director (business connections with the company). The board is not sufficiently independent.  Concerns over the director's time commitments.
1.j	Re-elect Mr. Carlos A. Rodriguez	FOR	FOR	✓ 99.4%
1.k	Re-elect Ms. Sandra S. Wijnberg	FOR	FOR	✓ 90.6%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	✓ 92.9% Excessive total remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3	Re-election of the auditor	FOR	● OPPOSE	✓ 95.0% The auditor's long tenure raises independence concerns.
4	To approve the Employee Stock Purchase Plan	FOR	FOR	✓ 99.4%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Elect Mr. Michael A. George	FOR	FOR		✓ 99.9%
1.2	Re-elect Ms. Linda A. Goodspeed	FOR	FOR		✓ 97.9%
1.3	Re-elect Mr. Earl J. Graves Jr.	FOR	● OPPOSE	Non independent lead director, which is not best practice.  The director has been sitting on the board for over 20 years, which exceeds guidelines.	✓ 89.6%
1.4	Re-elect Mr. Enderson Guimaraes	FOR	FOR		✓ 95.7%
1.5	Elect Mr. Brian Hannasch	FOR	FOR		✓ 99.8%
1.6	Re-elect Mr. D. Bryan Jordan	FOR	FOR		✓ 94.6%
1.7	Re-elect Ms. Gale V. King	FOR	FOR		✓ 99.1%
1.8	Re-elect Mr. George R. Mrkonic Jr.	FOR	FOR		✓ 93.9%
1.9	Re-elect Mr. William C. Rhodes III	FOR	● OPPOSE	Combined chairman and CEO.	✓ 90.8%
1.10	Re-elect Ms. Jill A. Soltau	FOR	FOR		✓ 96.2%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.9%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.  Excessive variable remuneration.	✓ 88.2%

Item	Agenda	Board	Ethos		Result
1	Receive the financial report and the related reports for the year ended 30 June 2022	NON-VOTING	NON-VOTING		
2	Advisory vote on the remuneration report	FOR	● OPPOSE	Excessive fixed remuneration.	✓ 96.9%
	Elections of directors				
3	Elect Ms. Kendra Banks	FOR	FOR		✓ 99.3%
4	Re-elect Mr. George El-Zoghbi	FOR	FOR		✓ 98.2%
5	Re-elect Mr. Jim Miller	FOR	FOR		✓ 98.3%
6	Issue of shares under the Performance Share Plan	FOR	FOR		✓ 97.1%
7	Approve participation of Mr. Chipchase in the Performance Share Plan	FOR	● OPPOSE	Potential excessive remuneration.	✓ 96.8%
8	Approve participation of Ms. O'Sullivan in the Performance Share Plan	FOR	● OPPOSE	Potential excessive remuneration.	✓ 96.8%
9	Approve participation of Mr. Chipchase in the MyShare Plan	FOR	FOR		✓ 98.7%
10	Amendments to the company's Constitution: corporate governance	FOR	FOR		✓ 99.0%

Item	Agenda	Board	Ethos	Result	
1	Elections of directors				
1.a	Re-elect Mr. Leslie A. Brun	FOR	FOR	✓ 97.3%	
1.b	Re-elect Ms. Pamela L. Carter	FOR	FOR	✓ 97.8%	
1.c	Re-elect Mr. Richard J. Daly	FOR	FOR	✓ 97.1%	
1.d	Re-elect Mr. Robert N. Duelks	FOR	FOR	✓ 96.3%	
1.e	Re-elect Mr. Melvin L. Flowers	FOR	FOR	✓ 99.7%	
1.f	Re-elect Mr. Timothy C. Gokey	FOR	FOR	✓ 99.4%	
1.g	Re-elect Mr. Brett A. Keller	FOR	FOR	✓ 99.7%	
1.h	Re-elect Ms. Maura A. Markus	FOR	FOR	✓ 98.8%	
1.i	Elect Ms. Eileen K. Murray	FOR	FOR	✓ 99.8%	
1.j	Re-elect Ms. Annette L. Nazareth	FOR	FOR	✓ 99.7%	
1.k	Re-elect Mr. Thomas J. Perna	FOR	FOR	✓ 96.5%	
1.l	Re-elect Mr. Amit K. Zavery	FOR	FOR	✓ 99.8%	
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.  We do not consider the performance period for the long-term incentive plan to be long enough.	✓ 91.8%
3	Re-election of Deloitte & Touche as the auditor	FOR	FOR	✓ 98.9%	

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Ms. Fabiola R. Arredondo	FOR	FOR		✓ 99.5%
1.2	Re-elect Mr. Howard M. Averill	FOR	FOR		✓ 99.0%
1.3	Re-elect Mr. John P. Bilbrey	FOR	FOR		✓ 99.0%
1.4	Re-elect Mr. Mark A. Clouse	FOR	FOR		✓ 99.7%
1.5	Elect Mr. Bennett Dorrance, Jr.	FOR	FOR		✓ 99.7%
1.6	Re-elect Ms. Maria Teresa Hilado	FOR	FOR		✓ 99.6%
1.7	Re-elect Mr. Grant H. Hill	FOR	FOR		✓ 99.3%
1.8	Re-elect Ms. Sarah Hofstetter	FOR	FOR		✓ 99.2%
1.9	Re-elect Mr. Marc B. Lautenbach	FOR	FOR		✓ 99.7%
1.10	Re-elect Ms. Mary Alice Dorrance Malone	FOR	FOR		✓ 98.0%
1.11	Re-elect Mr. Keith R. McLoughlin	FOR	FOR		✓ 99.6%
1.12	Re-elect Mr. Kurt T. Schmidt	FOR	FOR		✓ 99.3%
1.13	Re-elect Mr. Archbold D. van Beuren	FOR	FOR		✓ 97.1%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.7%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 95.2%
4	To approve the 2022 Long Term Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 97.8%
5	Shareholder resolution: Supply chain practices report	OPPOSE	● FOR	Enhanced disclosure on social issues related to supply chain practices.	✗ 7.8%
6	Shareholder resolution: 401(k) retirement fund investment report	OPPOSE	● FOR	Enhanced disclosure on climate issues.	✗ 8.8%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Elect Mr. Steven K. Barg	FOR	FOR		✓ 99.6%
1.b	Elect Ms. Michelle M. Brennan	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 99.6%
1.c	Elect Ms. Sujatha Chandrasekaran	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 99.6%
1.d	Re-elect Ms. Carrie S. Cox	FOR	● OPPOSE	Non-independent chairwoman of the remuneration committee. The independence of this committee is insufficient.  Concerns over the director's time commitments.	✓ 86.2%
1.e	Re-elect Mr. Bruce L. Downey	FOR	FOR		✓ 94.1%
1.f	Re-elect Ms. Sheri H. Edison	FOR	FOR		✓ 99.4%
1.g	Re-elect Mr. David C. Evans	FOR	FOR		✓ 98.6%
1.h	Re-elect Ms. Patricia A. Hemingway Hall	FOR	FOR		✓ 97.5%
1.i	Elect Mr. Jason M. Hollar	FOR	FOR		✓ 99.4%
1.j	Re-elect Mr. Akhil Johri	FOR	FOR		✓ 99.3%
1.k	Re-elect Mr. Gregory B. Kenny	FOR	FOR		✓ 93.2%
1.l	Re-elect Ms. Nancy Killefer	FOR	FOR		✓ 97.5%
1.m	Elect Ms. Christine A. Mundkur	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 99.6%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 96.4%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive total remuneration.  Excessive variable remuneration.	✓ 91.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Michele Burns	FOR	FOR		✓ 94.1%
1.b	Re-elect Mr. Wesley G. Bush	FOR	FOR		✓ 99.7%
1.c	Re-elect Mr. Michael D. Capellas	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.  Non independent lead director, which is not best practice.	✓ 87.4%
1.d	Re-elect Mr. Mark S. Garrett	FOR	FOR		✓ 97.1%
1.e	Re-elect Mr. John D. Harris II	FOR	FOR		✓ 99.7%
1.f	Re-elect Dr. Kristina M. Johnson	FOR	FOR		✓ 99.4%
1.g	Re-elect Mr. Roderick C. McGeary	FOR	FOR		✓ 92.0%
1.h	Elect Ms. Sarah Rae Murphy	FOR	FOR		✓ 99.7%
1.i	Re-elect Mr. Charles H. Robbins	FOR	● OPPOSE	Combined chairman and CEO.	✓ 91.6%
1.j	Re-elect Mr. Brenton L. Saunders	FOR	FOR		✓ 86.8%
1.k	Re-elect Dr. Lisa T. Su	FOR	FOR		✓ 99.5%
1.l	Re-elect Ms. Marianna Tessel	FOR	FOR		✓ 99.7%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 89.8%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.0%
4	Shareholder resolution: Tax transparency	OPPOSE	● FOR	Enhanced disclosure on the tax practices of the company.	✗ 26.9%

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1.1	Re-elect Dr. Amy L. Banse	FOR	FOR	✓ 98.7%
1.2	Elect Ms. Julia Denman	FOR	FOR	✓ 99.2%
1.3	Re-elect Mr. Spencer C. Fleischer	FOR	FOR	✓ 98.3%
1.4	Re-elect Ms. Esther Lee	FOR	FOR	✓ 99.0%
1.5	Re-elect Mr. A.D. David Mackay	FOR	FOR	✓ 99.1%
1.6	Re-elect Mr. Paul Parker	FOR	FOR	✓ 99.3%
1.7	Elect Ms. Stephanie Plaines	FOR	● OPPOSE	Concerns over the director's time commitments. ✓ 99.1%
1.8	Re-elect Ms. Linda J. Rendle	FOR	FOR	✓ 99.1%
1.9	Re-elect Mr. Matthew J. Shattock	FOR	FOR	✓ 97.3%
1.10	Re-elect Ms. Kathryn A. Tesija	FOR	FOR	✓ 98.9%
1.11	Re-elect Mr. Russell J. Weiner	FOR	FOR	✓ 99.1%
1.12	Re-elect Mr. Christopher J. Williams	FOR	FOR	✓ 98.8%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration. ✓ 93.4%
3	Re-election of the auditor	FOR	FOR	✓ 97.9%



Item	Agenda	Board	Ethos		Result
1.	Introduction of a new Article 21 to the Articles of Association	FOR	FOR		✓ 100.0%
2.	Report on the Company's activities	NON-VOTING	NON-VOTING		
3.	Adoption of the financial statements	FOR	FOR		✓ 100.0%
4.	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
5.	Approve remuneration report	FOR	● OPPOSE	The long-term incentive plan is based on continued employment only.	✓ 96.0%
6.	Approve directors' fees	FOR	FOR		✓ 100.0%
7.1.	Authorisation to issue shares	FOR	FOR		✓ 99.4%
7.2.	Amendment of Article 21 of the Articles of Association	FOR	FOR		✓ 98.9%
8.	Composition of the board of directors				
8.1.	Election of Lars Søren Rasmussen	FOR	FOR		✓
8.2.	Election of Niels Peter Louis-Hansen	FOR	FOR		✓
8.3.	Election of Annette Brüls	FOR	FOR		✓
8.4.	Election of Carsten Hellmann	FOR	FOR		✓
8.5.	Election of Jette Nygaard-Andersen	FOR	FOR		✓
8.6.	Election of Marianne Wiinholt	FOR	● ABSTAIN	Concerns over the director's time commitments.	✓
9.	Election of auditor	FOR	FOR		✓
10.	To authorise the meeting chairperson	FOR	FOR		✓ 100.0%
11.	Any other business	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
1	Receive financial statements and related reports for the financial year ended 30 June 2022	NON-VOTING	NON-VOTING	
2	Elections of directors			
2.a	Re-elect Ms. Tiffany Fuller	FOR	FOR	✓ 91.9%
3	Advisory vote on the remuneration report	FOR	● OPPOSE Excessive fixed remuneration.	✓ 96.6%
4	Grant of Performance Rights to the CEO	FOR	● OPPOSE Potential excessive awards.	✓ 97.7%
5	Update of the Constitution of the company (corporate governance)	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos	Result
1	Approval of the individual interim balance sheet of the Company as of 30 September 2022	FOR	FOR	✓
2	Approval of the distribution of a dividend of €0.09 per share	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Receive financial statements and related reports for the financial year ended 30 June 2022	NON-VOTING	NON-VOTING	
2	Elections of directors			
2.a	Re-elect Ms. Marie McDonald	FOR	FOR	✓ 90.4%
2.b	Re-elect Dr. Megan Clark	FOR	FOR	✓ 96.6%
3	Advisory vote on the remuneration report	FOR	● OPPOSE	Excessive variable remuneration. ✓ 89.9%
4	Grant of Performance Share Units to Mr. Paul Perreault (CEO)	FOR	● OPPOSE	Potential excessive awards. ✓ 90.7%

Item	Agenda	Board	Ethos		Result
	To receive the annual report for the year ended 30 June 2022	NON-VOTING	NON-VOTING		
1	Re-election of KPMG as the auditor of Goodman Logistics (HK) Limited	FOR	FOR		✓ 93.9%
	Elections of directors				
2	Re-elect Mr. Christopher Green	FOR	FOR		✓ 79.5%
3	Re-elect Mr. Phillip Pryke	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	✓ 68.9%
4	Re-elect Mr. Anthony Rozic	FOR	● OPPOSE	Executive director. The number of executives on the board exceeds market practice.	✓ 85.5%
5	Elect Ms. Hilary Spann	FOR	FOR		✓ 99.9%
6	Elect Ms. Vanessa Liu	FOR	FOR		✓ 99.9%
7	Advisory vote on the remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 71.1%
8	Grant of Performance Rights to Mr. Gregory Goodman (CEO)	FOR	● OPPOSE	Excessive variable remuneration.	✓
9	Grant of Performance Rights to Mr. Danny Peeters (Head Brazil)	FOR	● OPPOSE	Excessive variable remuneration.	✓
10	Grant of Performance Rights to Mr. Anthony Rozic (Deputy CEO and CEO North America)	FOR	● OPPOSE	Excessive variable remuneration.	✓
11	Increase of the non-executive directors' fee pool	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive and not justified.	✓
12	Spill resolution (conditional item)	OPPOSE	● FOR	If the remuneration report is rejected by more than 25% of the shareholders two years in a row, shareholders should have the possibility to vote on the re-election of all directors at an EGM (Spill Meeting).	✗ 1.1%

Item	Agenda	Board	Ethos		Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING		
2.	Approval of Transaction	FOR	FOR		✓ 100.0%
3.	Transfer of Just Eat Takeaway.com shares from the category of a "Premium Listing" to the category of a "Standard Listing" on the Official List	FOR	● OPPOSE	The transfer would have a negative impact on shareholder rights.	✓ 99.9%
4a.	Election of Jörg Gerbig to the executive board	FOR	FOR		✓ 100.0%
4b.	Election of Andrew Kenny to the executive board	FOR	FOR		✓ 100.0%
5.	Composition of the supervisory board				
5a.	Election of Mieke de Schepper	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 95.7%
5b.	Election of Dick Boer	FOR	FOR		✓ 97.9%
6.	Any other business	NON-VOTING	NON-VOTING		
7.	Closing of the Meeting	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Reid G. Hoffman	FOR	FOR		✓ 99.4%
1.2	Re-elect Mr. Hugh F. Johnston	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 97.2%
1.3	Re-elect Ms. Teri L. List	FOR	FOR		✓ 98.1%
1.4	Re-elect Mr. Satya Nadella	FOR	● OPPOSE	Combined chairman and CEO.	✓ 94.8%
1.5	Re-elect Ms. Sandra E. Peterson	FOR	FOR		✓ 97.9%
1.6	Re-elect Ms. Penny S. Pritzker	FOR	FOR		✓ 99.6%
1.7	Re-elect Mr. Carlos A. Rodriguez	FOR	FOR		✓ 99.5%
1.8	Re-elect Mr. Charles W. Scharf	FOR	FOR		✓ 98.6%
1.9	Re-elect Mr. John W. Stanton	FOR	FOR		✓ 99.5%
1.10	Re-elect Mr. John W. Thompson	FOR	FOR		✓ 98.8%
1.11	Re-elect Ms. Emma N. Walmsley	FOR	FOR		✓ 98.7%
1.12	Re-elect Ms. Padmasree Warrior	FOR	FOR		✓ 98.6%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 88.8%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.4%
4	Shareholder resolution: Diversity and inclusion cost/benefit analysis	OPPOSE	● FOR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 1.3%
5	Shareholder resolution: Report on hiring of persons with arrest or incarceration records	OPPOSE	● FOR	Enhanced disclosure on social issues.	✗ 10.9%
6	Shareholder resolution: Report on investment of retirement funds in companies contributing to climate change	OPPOSE	● FOR	Enhanced disclosure on the environmental impact of the employee retirement funds.	✗ 11.2%
7	Shareholder resolution: Report on government use of microsoft technology	OPPOSE	● FOR	Enhanced disclosure on civil and human rights.	✗ 20.4%
8	Shareholder resolution: Report on development of products for military	OPPOSE	● FOR	Enhanced disclosure on reputational risks linked to the use of company products for military purposes.	✗ 10.5%
9	Shareholder resolution: Report on tax transparency	OPPOSE	● FOR	Enhanced disclosure on the tax practices of the company.	✗ 23.0%

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1.1	Elect Ms. Awo Ablo	FOR	FOR	✓ 99.7%
1.2	Re-elect Mr. Jeffrey S. Berg	FOR	● WITHHOLD	✓ 77.9% The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.3	Re-elect Dr. Michael J. Boskin	FOR	● WITHHOLD	✓ 83.3% Non-independent chairman of the audit committee. The independence of this committee is insufficient.  The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.4	Re-elect Ms. Safra A. Catz	FOR	● WITHHOLD	✓ 84.0% Executive director. The board is not sufficiently independent.
1.5	Re-elect Mr. Bruce R. Chizen	FOR	● WITHHOLD	✓ 76.9% Non independent lead director, which is not best practice.  Chairman of the nomination committee. The composition of the board is unsatisfactory.
1.6	Re-elect Mr. George H. Conrades	FOR	● WITHHOLD	✓ 69.5% The director is over 75 years old, which exceeds guidelines.
1.7	Re-elect Mr. Lawrence J. Ellison	FOR	● WITHHOLD	✓ 85.4% Chairman of the board and the composition of the board is very unsatisfactory.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.8	Re-elect Ms. Rona A. Fairhead	FOR	FOR	✓ 86.5%
1.9	Re-elect Mr. Jeffrey O. Henley	FOR	● WITHHOLD	✓ 86.1% Executive director. The board is not sufficiently independent.  The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.10	Re-elect Ms. Renée J. James	FOR	● WITHHOLD	✓ 86.9% Non independent director (business connections with the company). The board is not sufficiently independent.  Concerns over the director's time commitments.
1.11	Re-elect Mr. Charles W. Moorman IV	FOR	FOR	✓ 72.7%



Item	Agenda	Board	Ethos		Result
1.12	Re-elect Mr. Leon E. Panetta	FOR	● WITHHOLD	The director is over 75 years old, which exceeds guidelines.	✓ 70.1%
1.13	Re-elect Mr. William G. Parrett	FOR	● WITHHOLD	The director is over 75 years old, which exceeds guidelines.	✓ 80.9%
1.14	Re-elect Ms. Naomi O. Seligman	FOR	● WITHHOLD	The director is over 75 years old, which exceeds guidelines.	✓ 70.7%
1.15	Re-elect Dr. Vishal Sikka	FOR	● WITHHOLD	Non independent director (consultancy agreement). The board is not sufficiently independent.	✓ 86.9%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive total remuneration.  Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 66.8%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 99.6%

Item	Agenda	Board	Ethos	Result
1	To approve the acquisition of Terminix Global Holdings, Inc	FOR	FOR	✓ 99.9%
2	To authorise the Directors to allot shares in connection with the Transaction	FOR	FOR	✓ 99.9%
3	To authorise the Directors to borrow up to £5 billion in connection with the Transaction	FOR	FOR	✓ 98.4%
4	To adopt the Terminix Share Plan	FOR	FOR	✓ 98.5%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Shankar Arumugavelu	FOR	FOR		✓ 99.6%
1.b	Re-elect Mr. Pratik Bhatt	FOR	FOR		✓ 99.6%
1.c	Re-elect Ms. Judy Bruner	FOR	FOR		✓ 97.4%
1.d	Re-elect Mr. Michael R. Cannon	FOR	FOR		✓ 96.7%
1.e	Elect Mr. Richard L. Clemmer	FOR	● OPPOSE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 99.7%
1.f	Elect Ms. Yolanda L. Conyers	FOR	FOR		✓ 99.7%
1.g	Re-elect Mr. Jay L. Geldmacher	FOR	FOR		✓ 99.2%
1.h	Re-elect Mr. Dylan G. Haggart	FOR	FOR		✓ 99.5%
1.i	Re-elect Dr. William D. Mosley	FOR	FOR		✓ 99.4%
1.j	Re-elect Ms. Stephanie Tilenius	FOR	FOR		✓ 99.6%
1.k	Re-elect Mr. Edward J. Zander	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 89.4%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	An important part of the variable remuneration is based on continued employment only.	✓ 88.0%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 93.6%
4	Determine the price range for the re-allotment of treasury shares	FOR	FOR		✓ 93.0%

Item	Agenda	Board	Ethos		Result
1	To receive the audited financial statements and related reports for the year ended 30 June 2022	FOR	FOR		✓ 100.0%
2	To declare a final dividend	FOR	FOR		✓ 100.0%
3.1	Elections of directors				
3.1.a	Elect Mr. Tak-yeung (Albert) Lau	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 96.9%
3.1.b	Elect Ms. Sau-yim (Maureen) Fung	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 97.1%
3.1.c	Elect Mr. Hong-ki (Robert) Chan	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 96.9%
3.1.d	Re-elect Mr. Ping-luen (Raymond) Kwok	FOR	● OPPOSE	Combined chairman and CEO.	✓ 92.7%
3.1.e	Re-elect Mr. Dicky (Peter) Yip	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 87.9%
3.1.f	Re-elect Prof. Yue-chim (Richard) Wong	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.  Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 86.8%
3.1.g	Re-elect Dr. Kwok-lun (William) Fung	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 90.4%
3.1.h	Re-elect Dr. Nai-pang (Norman) Leung	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 96.5%
3.1.i	Re-elect Mr. Hung-ling (Henry) Fan	FOR	FOR		✓ 99.8%
3.1.j	Re-elect Mr. Cheuk-yin (William) Kwan	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.	✓ 86.5%
3.1.k	Re-elect Mr. Kai-wang (Christopher) Kwok	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 97.0%
3.1.l	Re-elect Mr. Chi-ho (Eric) Tung	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 96.5%
3.2	Fix the directors' fees for the year ending 30 June 2023	FOR	FOR		✓ 100.0%
4	Re-elect Deloitte Touche Tohmatsu as auditor and authorise the board of directors to fix its remuneration	FOR	FOR		✓ 98.6%
5	Grant a general mandate to the board to buy back shares	FOR	FOR		✓ 99.9%
6	Grant a general mandate to the board to issue new shares	FOR	FOR		✓ 77.7%

Item	Agenda	Board	Ethos		Result
7	Extend the general mandate to issue new shares by adding the number of shares bought back	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 77.3%

Item	Agenda	Board	Ethos	Result
1	Chairman and CEO presentations	NON-VOTING	NON-VOTING	
2	To receive the company's financial statements and reports for the year ended 30 June 2022	NON-VOTING	NON-VOTING	
3	Elections of directors			
3.a	Re-elect Mr. Eelco Blok	FOR	FOR	✓ 98.4%
3.b	Re-elect Mr. Craig W. Dunn	FOR	FOR	✓ 95.9%
4.a	Grant of Bonus Shares to Ms. Brady	FOR	FOR	✓ 97.1%
4.b	Grant of Performance Rights to Ms. Brady	FOR	FOR	✓ 97.7%
5	Advisory vote on the remuneration report	FOR	FOR	✓ 96.8%
	Court meeting			
I	Approve scheme of arrangement for the group reorganisation	FOR	FOR	✓ 99.6%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.A	Re-elect Mr. W. Don Cornwell	FOR	● OPPOSE	Non independent director (various reasons). The board is not sufficiently independent.	✓ 98.5%
1.B	Re-elect Mr. Harry A. Korman	FOR	FOR		✓ 87.9%
1.C	Re-elect Mr. Rajiv Malik	FOR	● OPPOSE	Executive director. The board is not sufficiently independent and the number of executives on the board exceeds market practice.	✓ 94.3%
1.D	Re-elect Mr. Richard A. Mark	FOR	FOR		✓ 95.2%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 90.7%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.6%
4	Shareholder resolution: Independent chairman	OPPOSE	● FOR	An independent chairman can ensure independent oversight of management.	✗ 45.9%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Kimberly E. Alexy	FOR	FOR		✓ 96.6%
1.b	Re-elect Dr. Thomas H. Caufield	FOR	FOR		✓ 95.1%
1.c	Re-elect Mr. Martin I. Cole	FOR	FOR		✓ 80.5%
1.d	Re-elect Mr. Tunç Doluca	FOR	FOR		✓ 84.6%
1.e	Re-elect Mr. David V. Goeckeler	FOR	FOR		✓ 98.7%
1.f	Re-elect Mr. Matthew E. Massengill	FOR	● OPPOSE	The director has been sitting on the board for over 20 years, which exceeds guidelines.	✓ 92.5%
1.g	Re-elect Ms. Stephanie A. Streeter	FOR	FOR		✓ 82.1%
1.h	Re-elect Ms. Miyuki Suzuki	FOR	FOR		✓ 97.1%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive total remuneration.  An important part of the variable remuneration is based on continued employment only.  The remuneration committee amended the long-term plan during the performance period, which is not best practice.	✗ 12.3%
3	To approve the amendment and restatement of the Long Term Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 86.1%
4	To approve the Employee Stock Purchase Plan	FOR	FOR		✓ 99.1%
5	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.1%



Item	Agenda	Board	Ethos	Result
1	To receive financial statements and related reports for the financial year ended 26 June 2022	NON-VOTING	NON-VOTING	
2	Elections of directors			
2.a	Re-elect Ms. Jennifer Carr-Smith	FOR	FOR	✓ 94.5%
2.b	Re-elect Ms. Holly Kramer	FOR	● OPPOSE	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 96.9%
2.c	Re-elect Ms. Kathryn A. Tesija	FOR	FOR	✓ 98.0%
3	Advisory vote on the remuneration report	FOR	FOR	✓ 96.5%
4	Grant of performance shares to the CEO	FOR	FOR	✓ 97.0%

## Disclaimer

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